Year of the Young Worker

Mobilising young people around six core issues

LAOS Organising Workshops

Workshops are available from learningandorganising.co.uk

Aims

- To plan how to use the six core issues that young people face or are concerned about, to engage them in getting more active or joining UNISON.
- To offer the ‘anger hope action’ method as an effective way of carrying out these conversations

Who the Workshop Is Aimed At?

This workshop is aimed at any group of young activists, members or workers. It can be run at a a branch or workplace meeting, or to help activists prepare to use the six identified issues as a route to organise young workers.

Resources 6 issues postcards that can be ordered from UNISON’s online catalogue, flipchart and pens, post-it notes.

Timing One Hour

Planning for the Session If you want to take a ‘learn and do’ approach to this workshop, you should plan to undertake some organising and recruitment activity just after the session. Ensure you build in time to review how it went and agree follow up actions afterwards.

Workshop timings	
Introduction	Five minutes
Step One	Forty five minutes
Step Two	Twenty minutes
Step Three	Twenty minutes

Introduction (this should take around **five minutes)**.

Say to the group:-

We need to get out there to talk to young workers, members and potential members:

- Talk *to* people, don't talk *at* them!
- Have a plan for the conversation in advance
- Find out what their concerns are. How will issues impact them personally?
- Ask potential activists to take small actions towards making things better
- Record who you have spoken to, when, who showed interest and might become active. Then follow it up.
- Gather information

The **anger-hope-action** method is a good way to have these convesations. It involves about 70% listening and 30% talking and asking questions.

Step One (this should take around **forty five minutes**).

Take the group through each stage of the **anger-hope-action** conversation on the following pages and ask the group for their ideas / examples of the kind of things they can say and questions they can ask at each stage:

- You could ask the whole group to write their ideas down on post it notes at each stage of the conversation
- If you are short of time you could try modelling the conversation with a few members of the group

1) Starting the conversation:

Ask the group to think about a group of young workers, members or potential members they want to talk to. Ask them to think about how we **introduce** ourselves.

Introducing ourselves, explaining why we are there:

For example, **"Hi, I am here from UNISON, the public sector trade union and today we are listening to young workers about their experiences of some of the common issues working people face."**

Ask the group for other suggestions of how to introduce ourselves.

2) Anger:

Introduce the group to the **anger** part of the conversation. This means asking general questions to find out someone's particular concerns or worries.

Using the six issues postcards as prompts, ask **open** questions:-

Examples:-

- **What are your concerns about insecure contracts?**
- **How does low pay impact you?**
- **Do you have any concerns about what is going on at work?**
- **What recent events have got your riled up? (eg #metoo, Trump, mental health, racism)**
- **How do you feel about your opportunity for progression at work?**
- **How does your work-life balance effect you?**

Ask the group to come up with some other ideas for **open** questions.

Explain that during this part of the conversation they should **identify a specific issue** that the member or potential member feels angry about.

Say to the group:-

Once you have found a particular concern we need to ask follow-up questions.

Ask **follow up** questions on the issues that are concerning them. Use questions that will agitate:

For example:-

- **You are concerned about lack of training at work, what impact will this have on you?**
- **How will this affect your future?**
- **Will it change your plans?**
- **Why do you think employers are failing to provide this?**

Ask the group to come up with some **follow up questions** to agitate. Use the issue they have identified in the previous part of the activity.

3) Hope:

Introduce to the group the **hope** part of the conversation.

This is the part of the conversation where we ask further questions about what can be done about the situation and explain our union campaign, giving hope that we can make a difference.

Examples:-

- **What would you like to happen about this issue?**
- **Do you think we could make a difference if everyone stood together on this issue?**
- **What are the alternatives to what is happening at the moment?**

The only way we will have a chance of winning is if we all come together with one voice. Give examples of how joining UNISON can help using the information on the six postcards.

Ask the group to come up with the hope part of the conversation using the example they have created before.

Action:

Introduce the **action** part of the conversation

This is where you ask the person you are talking to take some small achievable action, make a commitment, give us their contact details or sign a union application form.

Example:-

"You have told us that you are concerned about your insecure work and low pay. It's very important that we all come together to talk about this issue. We are holding a meeting about members concerns would you be able to come?/ Could you sign up to our campaign?/ Would you speak to two other people and encourage them to sign a petition?"

Ask the group to come up with the best way of asking a young worker to take **action**.

Step Two (this should take around **twenty minutes**).

Ask the group to have a practise of the whole method; arrange into pairs/threes and ask them to choose one of the six issues postcards to focus on.

Debrief at the end of the practise session.

- What was the most difficult?
- How did you find listening and questioning, not doing all of the talking?
- What do you need to be aware of?
- How did you move on to the hope part of the conversation?
- Did you get the person to make a commitment to take some action?

Step Three (this should take around **twenty minutes**).

Arrange into small groups and ask to agree and write down a workplace area or group of young workers that they will plan to have these conversations with.

The groups should identify three follow up actions they can take to promote UNISON's Year of Young Worker using the six issuses postcard campaign:

1).....

2).....

3).....

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